Brabyns Nursery School

# Equal Opportunities Policy

**Reviewed:** September 2026
**Next Review:** September 2027

# Introduction

At Brabyns Nursery, we are committed to providing an inclusive, welcoming and respectful environment where every child and family is valued as an individual. We celebrate diversity and recognise that every child is unique, with their own experiences, culture, family background, abilities, interests and needs.

Every child should have the same opportunities to learn, develop, play and build positive relationships, regardless of their background or circumstances.

We actively promote equality, diversity and inclusion and do not tolerate discrimination, harassment or victimisation. Our practice is designed to remove barriers to participation and ensure that all children can access the opportunities and experiences available at Brabyns.

This policy applies to all members of our nursery community and covers our approach to preventing and responding to discrimination.

# Our Commitment to Equality

Brabyns Nursery will:

- Treat every child, family member and staff member with dignity, kindness and respect.
- Provide equal opportunities for all children to learn, play and develop.
- Recognise and celebrate the diversity of children and families.
- Identify and remove barriers that may prevent children from fully participating in nursery life.
- Make reasonable adjustments where appropriate to support children and adults with disabilities or additional needs.
- Challenge stereotypes, prejudice and discriminatory behaviour.
- Ensure that decisions relating to children are fair, inclusive and based on their individual needs.
- Work in partnership with parents and carers to understand and support each child.
- Ensure that staff receive appropriate training and understand their responsibilities in promoting equality.
- Respond promptly and appropriately to any concerns about discrimination.

# Protected Characteristics

Under the Equality Act 2010, the protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race

- Religion or belief
- Sex
- Sexual orientation

Not all protected characteristics apply directly to children in the same way, but Brabyns Nursery recognises the importance of protecting everyone within our community from discrimination, harassment and victimisation.

We will also consider the needs of children and families who may experience disadvantage or barriers for other reasons, including family circumstances, language, culture, additional needs or financial circumstances.

# Preventing Discrimination and Promoting Respect

Equality and inclusion are embedded within everyday life at Brabyns Nursery.

We will actively challenge stereotypes and discriminatory attitudes and ensure that children are supported to develop positive relationships with others.

Discriminatory behaviour may include:

## Direct discrimination

Treating someone less favourably because of a protected characteristic.

## Indirect discrimination

A practice or arrangement that places someone with a protected characteristic at an unfair disadvantage, unless there is a lawful and justifiable reason.

## Harassment

Unwanted behaviour relating to a protected characteristic which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading or offensive environment.

## Victimisation

Treating someone unfairly because they have raised a concern, made a complaint or supported someone else's complaint.

## Bullying

Repeated behaviour which intentionally hurts, frightens or upsets another child or person and involves an imbalance of power. Further information can be found in our **Anti-Bullying Policy**.

Any concern relating to discrimination, harassment, bullying or victimisation will be taken seriously and responded to appropriately.

# Equality and Inclusion in the EYFS

Equality and inclusion are embedded throughout our Early Years practice.

Staff will ensure that children have access to a broad range of experiences, resources, activities and opportunities that reflect and celebrate different:

- Cultures and traditions
- Races and ethnic backgrounds
- Religions and beliefs
- Family structures
- Abilities and disabilities
- Genders
- Languages and communication needs
- Experiences and backgrounds

Children will be encouraged to develop an understanding that people are different and that these differences should be respected and valued.

Our environment, books, resources, displays, activities and experiences will be reviewed regularly to ensure that they reflect the diverse community in which children live.

We will avoid stereotypes and challenge them appropriately through everyday interactions and experiences.

# Supporting Individual Needs

Every child develops differently. Staff will consider each child's individual needs, interests, stage of development and circumstances when planning experiences and providing support.

Where a child has a disability, special educational need or other additional need, we will work with parents/carers and relevant professionals to identify appropriate support and reasonable adjustments.

We will follow our **SEND Policy** and use an inclusive approach to ensure that children are supported to participate as fully as possible in nursery life.

Equality does not always mean treating every child in exactly the same way. We recognise that some children may need additional support or reasonable adjustments to access the same opportunities.

# Behaviour

Children are supported to develop positive relationships, kindness, respect and an understanding of others.

Discriminatory or hurtful behaviour will be addressed in an age- and developmentally appropriate way. Staff will help children understand why behaviour may have hurt or

upset someone and support them to develop more positive ways of communicating and interacting.

Our approach will always consider the child's age, stage of development, communication, individual needs and understanding.

Discriminatory behaviour by adults will be taken seriously and managed in accordance with the appropriate nursery policies and procedures.

Further information can be found in our **Positive Behaviour Policy** and **Anti-Bullying Policy**.

# The Nursery Environment

We will provide an environment that is accessible, welcoming and inclusive.

Where appropriate, we will consider reasonable adjustments to our premises, resources, routines and activities to support children and adults with disabilities or additional needs.

We will regularly review our environment to identify potential barriers and consider how these can be reduced or removed.

Relevant information can also be found within our:

- Safeguarding and Child Protection Policy
- SEND Policy
- Health and Safety Policy
- Accessibility arrangements
- Positive Behaviour Policy

# Staff

All staff have a responsibility to promote equality and inclusion.

Staff are expected to:

- Treat children, families and colleagues fairly and respectfully.
- Challenge discriminatory or stereotypical language and behaviour.
- Be alert to signs that a child or family may be experiencing discrimination or exclusion.
- Ensure that their practice does not create unnecessary barriers for children.
- Use inclusive language and resources.
- Consider individual needs when planning and providing experiences.
- Report concerns about discrimination or harassment to the Nursery Manager or appropriate member of the leadership team.
- Complete relevant equality, inclusion and safeguarding training.

Recruitment, induction, supervision, training and staff development will be managed fairly and without unlawful discrimination.

# Children

Children will be supported to:

- Be kind and respectful towards others.
- Understand that people are different and that differences should be valued.
- Develop positive relationships with others.
- Express their feelings and concerns in ways appropriate to their age and stage of development.
- Seek help from a trusted adult if they feel worried, excluded or treated unfairly.

Young children may not always have the language to describe discrimination or unfair treatment. Staff therefore have a responsibility to observe children's behaviour, interactions and wellbeing and respond to any concerns.

# Working with Parents and Carers

We recognise and value the wide range of families within our nursery community.

Families may include, for example, single-parent families, same-sex parents, adoptive families, foster families, blended families, extended families and families from different cultural, religious and linguistic backgrounds.

All families will be treated with dignity, respect and fairness.

We will communicate with parents and carers in an accessible and inclusive way and, where appropriate, consider individual communication needs.

Parents and carers are encouraged to raise any concerns about equality, inclusion or discrimination with the Nursery Manager. Concerns will be listened to and addressed appropriately.

We ask parents and carers to treat children, families and staff with respect and to support our commitment to an inclusive nursery environment.

# Safeguarding

Discrimination, harassment or bullying may sometimes form part of a wider safeguarding concern.

Where staff have concerns about a child's welfare or believe that discriminatory behaviour may place a child at risk of harm, they must follow the **Safeguarding and Child Protection Policy** and report the concern to the Designated Safeguarding Lead (DSL) or Deputy DSL without delay.

The child's safety and wellbeing will always remain our priority.

# Responsibilities

### Nursery Manager and Leadership Team

The Nursery Manager and leadership team are responsible for:

- Ensuring this policy is implemented effectively.
- Promoting an inclusive culture throughout the nursery.
- Ensuring concerns are responded to appropriately.
- Monitoring equality and inclusion within nursery practice.
- Ensuring staff receive appropriate training and support.
- Reviewing policies and procedures to identify and reduce potential barriers or discrimination.
- Working with parents, carers and external professionals where appropriate.

### All Staff

All staff are responsible for promoting equality, inclusion and respect in their everyday practice and for reporting concerns promptly.

### Parents and Carers

Parents and carers are expected to support the nursery's commitment to equality and inclusion and to treat children, families and staff respectfully.

## Monitoring and Review

Equality and inclusion will be considered as part of our ongoing review of nursery practice.

The Nursery Manager will monitor:

- Children's access to experiences and opportunities.
- Any concerns or incidents relating to discrimination or exclusion.
- The effectiveness of reasonable adjustments and additional support.
- Feedback from children, parents/carers and staff.
- Staff training and development needs.

Where concerns or patterns are identified, appropriate action will be taken.

## Related Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy
- SEND Policy
- Admissions Policy
- Positive Behaviour Policy
- Anti-Bullying Policy
- Complaints Policy
- Collection and Non-Collection of Children Policy

- Recruitment and Staff Code of Conduct
- Health and Safety Policy

# Relevant Legislation and Guidance

This policy has regard to relevant legislation and guidance, including:

- Equality Act 2010
- Children and Families Act 2014
- SEND Code of Practice: 0 to 25 years
- Early Years Foundation Stage Statutory Framework
- Keeping Children Safe in Education
- Working Together to Safeguard Children

Brabyns Nursery is committed to creating an environment where **every child feels valued, included, respected and able to thrive**, and where diversity is recognised as a positive part of our nursery community.